

EXHIBIT

26

February 7-23, 2023									
Identify at Least Three Signs of Gender-Based Violence in the Workplace (Before)	Identify at Least Three Signs of Gender-Based Violence in the Workplace (After)	Utilize One Bystander Intervention Technique to Prevent Workplace Gender- Based Violence (Before)	Utilize One Bystander Intervention Technique to Prevent Workplace Gender- Based Violence (After)	Provide Resources Available for Survivors of Gender Based Violence (Before)	Provide Resources Available for Survivors of Gender Based Violence (After)	What did you like most about this training?	What would you change to make this training better?	Which race/ethnicity do you most closely identify as?	Gender
Confident	Very Confident	Not Very Confident	Confident	Confident	Very Confident	The training was direct and did not dance around issues. I felt the examples and info were good starting points to begin a thought process that a supervisor like me needs.	n/a	Caucasian (White)	Male
Confident	Confident	Confident	Confident	Confident	Very Confident	activities		African American (Black)	Male
Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident	Identify different types of intervention	Explain that our role is not to change mindset of survivor or aggressor but to intervene on current actions and provide resources	Caucasian (White)	Male
Confident	Confident	Confident	Confident	Confident	Confident			Caucasian (White)	Male
Confident	Confident	Confident	Confident	Very Confident	Very Confident	The exercises were helpful and encouraged interaction and feedback	need to know/understand the fire service culture better	Caucasian (White)	Male
Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	short and sweet-nice job by all	make it more specific to FD	Caucasian (White)	Male
Confident	Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	nothing	have instructor know how to use AV equipment		
Confident	Confident	Confident	Confident	Confident	Confident	N/a	too long	Native American	
Confident	Very Confident	Not Very Confident	Confident	Confident	Very Confident	Interaction	More Fire Department Direct	Appalachian	Other (please specify)
Confident	Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	90 min	More Fire Dept Appropriate	Caucasian (White)	Male
Confident	Confident	Confident	Confident	Not Very Confident	Confident	the demonstrations or examples that were used	I would make this training more tailored to what firefighters experience in the firehouse or our workplace, especially when it comes to our sister firefighters.	African American (Black)	Male
Confident	Confident	Confident	Confident	Confident	Confident	Required training	try not to read slides	Caucasian (White)	Male

Confident	Very Confident	Confident	Very Confident	Not Confident At All	Very Confident	Not too long		Caucasian (White)	Male
Confident	Confident	Confident	Confident	Not Very Confident	Very Confident	discussions	Exact policies from city of cincinnati	African American (Black)	Male
Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	role playing	more scenarios with 4 bystander interventions	Caucasian (White)	Male
Confident	Confident	Confident	Confident	Confident	Confident	the general idea of the training	this course is not relative to firehouse life or fire department culture.i.e. signs of abuse - turtlenecks being worn? We are not a lot to wear those. We do not travel as a team	Caucasian (White)	Male
Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident	The Station part (4 bystander interventions)	Make the training free	Caucasian (White)	Male
Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident	brevity	consideration of fire department culture	Caucasian (White)	Male
Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	scenarios	n/a	Caucasian (White)	Female
Confident	Not Very Confident	Very Confident	Very Confident	Not Confident At All	Not Very Confident			Caucasian (White)	Male
Confident	Confident	Confident	Confident	Confident	Confident			Caucasian (White)	Male
Confident	Confident	Confident	Confident	Confident	Confident		have someone from HR to advise how to handle procedurally	Caucasian (White)	Male
Confident	Very Confident	Not Confident At All	Very Confident	Not Very Confident	Very Confident	I liked the personal interaction	try not to read the slides line for line	African American (Black)	Male
Confident	Confident	Confident	Confident	Confident	Confident			Pacific Islander	Other (please specify)
Confident	Confident	Confident	Confident	Confident	Confident	That the FD has finally decided to train supervisors what to do in this situation. Currently we take a test, become a supervisor w/o any type of training about what is expected of you.	Its difficult to think that FD is going to take this topic seriously when the fire chief and A of HR walk out and leave during the training	Mixed Race or Multi-Racial	Male
Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident	participation required	n/a	African American (Black)	Male
Confident	Confident	Not Very Confident	Very Confident	Not Very Confident	Confident	ending activity (bystander scenarios)		African American (Black)	Male
Not Very Confident	Very Confident	Not Very Confident	Very Confident	Not Very Confident	Very Confident	open discussion	role play	Caucasian (White)	Male
Not Very Confident	Very Confident	Not Very Confident	Confident	Not Very Confident	Confident	hands on scenarios	more information on the resources to address different individual scenarios	African American (Black)	Male
Not Very Confident	Very Confident	Confident	Confident	Not Very Confident	Confident	Constructive and to the point	Gear scenarios specifically to our job '	Caucasian (White)	Male
Not Very Confident	Confident	Not Very Confident	Very Confident	Not Very Confident	Very Confident	The info provided	more interaction	Caucasian (White)	Male

Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident	spectrum of violence	elaborate on spectrum of violence	Caucasian (White)	Male
Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	Very Confident			Caucasian (White)	Male
Not Very Confident	Very Confident	Not Very Confident	Very Confident	Not Very Confident	Very Confident			Caucasian (White)	Male
Not Very Confident	Very Confident	Confident	Very Confident	Not Confident At All	Very Confident	the scenarios		Caucasian (White)	Male
Not Very Confident	Not Very Confident	n/a	n/a	Caucasian (White)	Male				
Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	Very Confident	discussion is welcome	know a bit more about audience so we can have better discussion		
Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident	everything	nothing	Caucasian (White)	Male
Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident			Other (please specify)	Other (please specify)
Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident			Caucasian (White)	Male
Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident	Interactive (last portion)		Caucasian (White)	Male
Very Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	Good starting point but not sure the FD fits the mold of regular class	be very direct with established issues that have taken place in the CFD	African American (Black)	Male
Very Confident	Very Confident	Not Very Confident	Very Confident	Not Very Confident	Very Confident		Make scenarios FD based	Caucasian (White)	Male
Very Confident	Very Confident	Confident	Very Confident	Confident	Very Confident				
Very Confident	Very Confident			Caucasian (White)	Male				
Very Confident	Very Confident								
Very Confident	Very Confident			Caucasian (White)	Female				
Very Confident	Confident	Very Confident	Very Confident	Confident	Confident			African American (Black)	Male
Very Confident	Very Confident	Confident	Very Confident	Confident	Very Confident			Caucasian (White)	Male
Very Confident	Very Confident								
Very Confident	Very Confident	Very Confident	Very Confident	Confident	Very Confident	The conversations	less lecture, more conversation, more customized to our particular workplace which is very different from all others	Caucasian (White)	Male
Confident	Confident	Confident	Not Very Confident	Confident	Not Very Confident	The ending	organize		Male
Confident	Very Confident	Not Very Confident	Very Confident	Not Very Confident	Very Confident	The open discussion	N/a	Caucasian (White)	Male
Confident	Confident	Not Very Confident	Confident	Not Very Confident	Very Confident	Very interactive	Allowing different viewpoints	Caucasian (White)	Male
Confident	Confident	Confident	Very Confident	Not Very Confident	Confident			Caucasian (White)	Male
Confident	Confident	Confident	Very Confident	Not Very Confident	Very Confident	Resource Info	N/a	Caucasian (White)	Male
Confident	Confident	Not Very Confident	Confident	Confident	Very Confident	non judgmental aspect	larger class group	Caucasian (White)	Male
Confident	Confident	Confident	Confident	Confident	Confident			Caucasian (White)	Male
Confident	Confident	Confident	Confident	Confident	Confident	n/a	n/a	Caucasian (White)	Male
Confident	Very Confident	Not Very Confident	Very Confident	Not Very Confident	Very Confident	n/a	n/a	Caucasian (White)	Male
Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident			Caucasian (White)	Male
Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	Informative		Caucasian (White)	
Confident	Confident	Confident	Very Confident	Confident	Confident			Appalachian	Male

Confident	Confident	Confident	Confident	Confident	Very Confident	De-escalate and resources	Include more resources inviting to men	Caucasian (White)	
Confident	Confident	Confident	Very Confident	Not Very Confident	Confident	The interaction		African American (Black)	Male
Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	being able to provide a list of available resources		Caucasian (White)	Male
Confident	Very Confident	Confident	Confident	Confident	Very Confident			Caucasian (White)	Male
Confident	Confident	Confident	Confident	Confident	Very Confident				
Confident	Very Confident	Confident	Confident	Confident	Very Confident	Allowing for the open conversation	A little more training on workplace situations	African American (Black)	Female
Confident	Confident	Confident	Confident	Not Very Confident	Very Confident			Caucasian (White)	Male
Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	The space for open conversation	N/a	African American (Black)	Male
Confident	Confident	Confident	Confident	Confident	Confident			Caucasian (White)	Male
Confident	Confident	Confident	Confident	Confident	Confident		I don't feel like it was put together very well	African American (Black)	Male
Confident	Very Confident	Not Very Confident	Very Confident	Not Confident At All	Very Confident	Interaction and no right or wrong answers. All are possibly right	n/a	African American (Black)	Male
Confident	Confident	Confident	Confident	Not Very Confident	Very Confident	quick and to the point	maybe a break halfway 5-10 min	Caucasian (White)	Male
Confident	Confident	Not Very Confident	Confident	Not Very Confident	Very Confident			Caucasian (White)	Male
Confident	Confident	Not Very Confident	Confident	Not Confident At All	Very Confident			Caucasian (White)	Male
Not Confident At All	Confident	Confident	Confident	Not Confident At All	Confident	statistics of reported incidents at work	n/a	Appalachian	
Not Very Confident	Confident	Not Very Confident	Confident	Confident	Confident	Good discussion & eye opening statistics	Tie in agency practices(action steps)	Caucasian (White)	Male
Not Very Confident	Confident	Confident	Confident	Not Confident At All	Very Confident	hands-on	more hands on	Caucasian (White)	Male
Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident			Appalachian	Male
Not Very Confident	Confident	Confident	Very Confident	Not Very Confident	Confident	group exercises		Caucasian (White)	Male
Not Very Confident	Very Confident	Not Very Confident	Very Confident	Not Confident At All	Very Confident			Appalachian	Male
Not Very Confident	Very Confident	Not Very Confident	Very Confident	Not Confident At All	Very Confident	Interactive	n.a.	Caucasian (White)	
Very Confident	Very Confident	Very Confident	Very Confident	Confident	Very Confident	it was directed at FD leadership	It should have incorporated city policy and directives- you have to be very careful saying there is no wrong answer. We are held to specific actions by our policy and procedures	Caucasian (White)	Male
Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	the openness and various discussion		African American (Black)	Male
Very Confident	Very Confident	Very Confident	Very Confident	Not Very Confident	Very Confident	Interactive portion (4 step process)	n/a	African American (Black)	Male

Very Confident	Very Confident	Confident	Very Confident	Not Very Confident	Confident	It promoted a conversation that has long been overdue	Allow more time for conversation amongst participants. It brings more awareness to the subject	African American (Black)	Male
Very Confident	Very Confident	Not Very Confident	Very Confident	Confident	Very Confident			Caucasian (White)	Male
Very Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	Video examples and interactive portions	Go to firehouses and train in the environment that violations happen	African American (Black)	Female
Confident	Confident	Confident	Very Confident	Confident	Very Confident	Scenarios/ Interaction		Caucasian (White)	Male
Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident				
Confident	Confident	Confident	Confident	Confident	Very Confident	Open conversation	N/a	African American (Black)	Male
Confident	Very Confident	Very Confident	Very Confident	Confident	Very Confident			Caucasian (White)	Male
Confident	Very Confident	Not Very Confident	Confident	Not Very Confident	Confident			Caucasian (White)	Male
Confident	Confident	Not Very Confident	Confident	Not Confident At All	Confident				
Confident	Confident	Confident	Confident	Confident	Confident				
Confident	Confident	Very Confident	Very Confident	Confident	Confident		Online would have been sufficient		
Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	Interactive activities and statistics	incorporate graphs, charts, etc. to emphasize the data/statistics	African American (Black)	Female
Confident	Confident	Confident	Confident	Not Very Confident	Confident	scenario based discussion	more video scenario		
Confident	Confident	Confident	Confident	Confident	Confident	very informative and discussion was helpful		Caucasian (White)	Male
Confident	Confident	Confident	Confident	Confident	Confident		more fire dept based training through our lens		
Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident	All inclusive	n/a	African American (Black)	Male
Confident	Very Confident	Very Confident	Very Confident	Very Confident	Very Confident		That it actually happened showing that there is real care for the welfare of the department members.	Mixed Race or Multi-Racial	Male
Confident	Confident	Confident	Confident	Confident	Very Confident				
Confident	Very Confident	Confident	Confident	Confident	Very Confident			Other (please specify)	Other (please specify)
Confident	Confident	Confident	Confident	Confident	Confident			Caucasian (White)	Male
Confident	Confident	Confident	Confident	Confident	Confident			Middle Eastern	Male
Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident			Caucasian (White)	Male
Confident	Confident	Confident	Confident	Confident	Confident				
Confident	Confident	Confident	Confident	Not Very Confident	Very Confident	Training created/provoked thought around it.	Supervisor focused training	Caucasian (White)	Male
Confident	Confident	Confident	Very Confident	Not Confident At All	Confident			Caucasian (White)	Male

Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident	The presenters kept the class engaged			
Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident				
Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	Very Confident			Caucasian (White)	Male
Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident			Caucasian (White)	Male
Not Very Confident	Confident	Not Very Confident	Very Confident	Not Very Confident	Confident	Personal interactions		Caucasian (White)	Male
Not Very Confident	Not Very Confident	Not Very Confident	Not Very Confident	Not Very Confident	Not Very Confident			Caucasian (White)	Male
Very Confident	Very Confident	Confident	Very Confident	Very Confident	Very Confident				
Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	Inclusion	N/a	Mixed Race or Multi-Racial	Male
Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	Very Confident			Caucasian (White)	Male
Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	Open discussion	FD related		
Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	Very Confident				
Very Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident				
Very Confident		Very Confident		Very Confident		Refresh awareness of these situations	What is the correct way to handle a witnessed and reported harrassment?	Caucasian (White)	Male
Very Confident	Very Confident	Confident	Very Confident	Very Confident	Very Confident		make it more applicable to firehouse work/life. Utilize females on department to develop the program.	Caucasian (White)	Female
	Not Confident At All		Not Confident At All		Not Confident At All		In this job (firefighting) there is too much grey areas. This was not helpful		

						introduced by Asst. Chief who asked a victim of domestic violence (by another CFD member) "Do we all feel safe at home?" When a complaint was filed, the other Asst. Chief who was present when question was posed, lied to cover for his buddy, by stating the two had a conversation later that day where the offender stated he had no idea about victim's situation. Whereas the truth is that the lying/covering chief repeatedly came to victim (as soon as next morning) asking whether or not an apology had been given & questioning why the offending	particular workplace. Hearing this training w/in the CFD is a joke. The Chief (a known sexual harasser) perpetuates the "boys club" mentality. Check CFD records. See how many cases of sexual harassment you can find. They hide it all (hide behind the badge). Now, poll the women and you will get a starkly different perspective, where we are all so tired and beat down by the environment w/ the knowledge that if we press charges or file complaint, nothing will happen regardless of amount of evidence presented. Your training is fined, but as you've likely witnessed		
Confident	Confident	Confident	Confident	Confident	Confident				
Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	Being informal participation		Caucasian (White)	Male
Confident	Very Confident	Confident	Very Confident	Confident	Confident	Inclusiveness	More focus on the fire department culture. It is a very unique environment and culture		
Confident	Very Confident	Not Very Confident	Confident	Not Very Confident	Very Confident	Lowkey attitudes, not preaching, interaction	the "roar"(spelling error) AFD video/examples were useful but plug in a few more	Caucasian (White)	Male
Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident	Education on topics discussed and resources provided to help		Caucasian (White)	Male
Confident	Very Confident	Not Very Confident	Confident	Confident	Very Confident			Caucasian (White)	Male
Confident	Very Confident	Confident	Confident	Confident	Confident	Discussion/ honesty	N/a		
Not Very Confident	Confident								
Very Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	I think the training is much needed. It opens eyes to reality	The training could be longer	Caucasian (White)	Male
Very Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident	More specific training for recognition and some relief actions	Attempt to cover "deception" spelling error or false reporting	African American (Black)	Male

Confident	Confident	Confident	Confident	Confident	Confident	N/a	Digital base- put on center view	Caucasian (White)	Male
Confident	Very Confident	Confident	Confident	Not Very Confident	Confident	Interacting in scenarios	Make the scenario more detailed	African American (Black)	Male
Confident	Confident	Confident	Confident	Confident	Confident				
Confident	Very Confident	Confident	Very Confident	Very Confident	Very Confident			Caucasian (White)	Male
Confident	Very Confident	Confident	Very Confident	Very Confident	Very Confident			Caucasian (White)	Male
Confident	Confident	Confident	Very Confident	Not Very Confident	Very Confident	Stat based info	More specific incidents	African American (Black)	Male
Confident	Confident	Confident	Confident	Not Very Confident	Confident	Interactive		Caucasian (White)	Male
Confident	Very Confident	Confident	Very Confident	Confident	Very Confident				Male
Confident	Confident	Confident	Very Confident	Not Confident At All	Very Confident			Caucasian (White)	Male
Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident	Intervention Techniques		African American (Black)	Male
Not Confident At All	Very Confident	Not Confident At All	Very Confident	Not Confident At All	Very Confident	Instructors were very good at relaying info	N/a	African American (Black)	Male
Not Very Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	One Bystander technique was helpful	Scenarios need more specifics as you know. Thank you.	Caucasian (White)	Male
Not Very Confident	Not Very Confident	Confident	Confident	Confident	Very Confident	Topic is important, looking at different perspectives helps relate	Scenarios need to be more specific to guide decision making. There may not necessarily be "wrong" answers but some are certainly better than others	Caucasian (White)	Male
Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident			Caucasian (White)	Male
Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	I appreciate clear guidance I received at the WHW seminar	The instructors were very clear. I highly suggest that the city of Cincinnati Legal needs to revisit the sexual harassment's policy. i was labeled as disruptive in 2018/2019 by the legal department for reporting sexual harassment.	Mixed Race or Multi-Racial	Male
Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident			Caucasian (White)	Male
Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident	I gained more awareness	Gender diversity	African American (Black)	Male
Confident	Very Confident	Confident	Very Confident	Confident	Very Confident				
Confident	Confident	Confident	Confident	Very Confident	Very Confident			African American (Black)	Female
Confident	Confident	Very Confident	Very Confident	Confident	Very Confident			Caucasian (White)	Male
Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	Instructors were knowledgeable	N/a	Caucasian (White)	
Confident	Very Confident	Not Very Confident	Confident	Not Confident At All	Not Very Confident	Interaction and the trainers situation			

Not Very Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident	It was straight forward and to the point		Caucasian (White)	Male
Not Very Confident	Confident	Not Very Confident	Confident	Not Confident At All	Very Confident			Caucasian (White)	Male
Very Confident	Very Confident	Very Confident	Very Confident	Not Very Confident	Very Confident			Caucasian (White)	Male
Very Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident			Caucasian (White)	Male
Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	Interactive	Could have more applicability to firehouse life	African American (Black)	Female
Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	Very Confident		n/a	Caucasian (White)	Male
Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	This is common sense training. it is training needed by 1% but given 99% who don't need it	You all are nice people, but this is unnecessary training		
Very Confident	Confident	Confident	Confident	Confident	Confident			Caucasian (White)	Male
Confident	Confident	Not Very Confident	Confident	Very Confident	Very Confident	It was basic and interactive which was helpful. the instructors did a good job keeping on target and relative.			
Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	Verbal exchanges		Caucasian (White)	Male
Confident	Confident	Confident	Confident	Not Very Confident	Confident	The conversation	Thank you for the time	Caucasian (White)	
Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	very well delivered	N/a	Caucasian (White)	Male
Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident			Caucasian (White)	Male
Confident	Confident	Confident	Confident	Confident	Confident			African American (Black)	Male
Confident	Confident	Not Very Confident	Confident	Not Very Confident	Very Confident			Caucasian (White)	Male
Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident	Good information for a new lieutenant like myself	n/a	Caucasian (White)	Male
Not Very Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident	great information		African American (Black)	Male
Confident	Very Confident	Confident	Very Confident	Confident	Very Confident	The training was informative and I liked the interaction between the instructor and the class. participating in healthy conversations was helpful	I wouldn't change anything. Flowed very well		
Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident	The interaction. Drawing people in, forces thought	Maybe more personal stories of firefighter to show more direct behavior changes. Meaning some behavior changes, maybe less obvious.		
Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident			Caucasian (White)	Male
Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident	small class		Caucasian (White)	Male
Confident	Very Confident	Very Confident	Very Confident	Confident	Very Confident	Informative		Caucasian (White)	Male

Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	Very Confident	Casual, relevant, informative, and actionable	more videos-especially news from around the country	African American (Black)	Male
Confident	Very Confident	Not Very Confident	Very Confident	Not Confident At All	Confident			Caucasian (White)	Male
Confident	Confident	Confident	Confident	Confident	Confident			Caucasian (White)	Male
Confident	Confident	Confident	Confident	Confident	Confident			African American (Black)	Male
Confident	Very Confident	Confident	Very Confident	Not Very Confident	Very Confident				
Not Very Confident	Confident	Not Very Confident	Confident	Not Very Confident	Confident		from the fire department feel that the fire chief is the biggest problem. City HR and city manager's office is well aware, female membership has informed City HR; Brought us in as a PWI Go back seven years to when Washington was AC; There are numerous stories: Wet willie- says it was a case of mistaken identity, but everyone knows it wasn't. He stuck his finger in her ear when he was shaking hands with everyone else. She spoke up about it and it made it to Ed Ramsey and no one did anything about it.		

							<p>from the fire department feel that the fire chief is the biggest problem. City HR and city manager's office is well aware, female membership has informed City HR; Brought us in as a PWI</p> <p>Go back seven years to when Washington was AC; There are numerous stories: Wet willie- says it was a case of mistaken identity, but everyone knows it wasn't. He stuck his finger in her ear when he was shaking hands with everyone else. She spoke up about it and it made it to Ed Ramsey and no one did anything about it.</p>		
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